



DoD Civilian Acquisition Workforce

Personnel Demonstration Project

Unofficial CCAS 2002 Results for Army Pay Pools

Prepared by the Army AcqDemo Office for the Army Activities in the Department of Defense Civilian Acquisition Workforce Personnel Demonstration Project. For additional information, please contact Jerry Lee (SAIC Contractor) at 703-805-5498 or jerold.a.lee@us.army.mil or Jael Latham (SAIC Contractor) at 703-805-5496 or jael.latham@us.army.mil.

Number of Pay Pools and Number of Employees

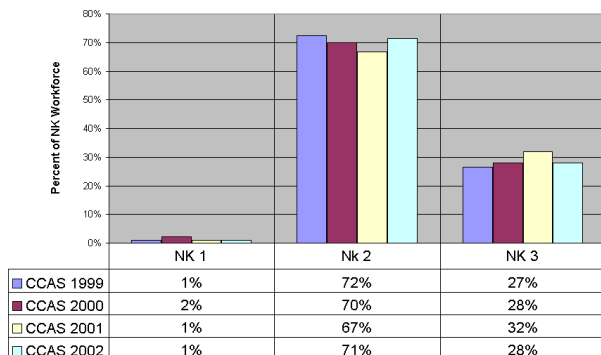
The 2002 CCAS rating cycle had an overall increase of four pay pools. Four pay pools consolidated into the ASA ALT pay pool. Four new pay pools were created: PM JSIMS, PEO Aviation, Army Contracting Agency (ACA), and the Office of the Administrative Assistant to the Secretary of the Army's Directorate of Logistics (OAA DOL). PEO CS/CSS converted to AcqDemo October 6, 2002, with 62 employees who were not eligible for the 2002 CCAS rating cycle but received the 2003 General Pay

Number of Pay Pools			Number of Employees			
		PP#	1999	2000	2001	2002
1	DSS-W	101	180	175	154	110
2	ATEC	102	78	113	117	122
3	PEO EIS	103	122	141	144	151
	SAAL-ZP/CSA	104	48	54	51	
4	ATEC AEC	105	75	205	223	250
5	Army G8 (ADO)	106	14	14	13	13
6	CCK	107	36	44	53	50
	ATEC OEC	108	119			
	SAAL-ZR	109	124			
7	PEO CBD (JPOBD)	110	13	16	15	13
8	MTAQ	111	53	48	50	48
9	ASA ALT	112	7	32	26	48
10	PEO C3T	113	88	89	92	104
11	PEO GCS-P	114	80	93	91	100
12	PEO IS	119	41	46	44	49
13	PEO GCS-W	120	128	126	132	134
14	PEO IEWS	121	111	114	119	141
	SAAL-ZC	122	4			
15	SAAL-ZT	123	13	11	12	11
16	SAAL-ZS	124	11	12	10	13
	SAAL-ZD	125	10	10	14	
17	MEDCOM	126	25	67	83	113
18	RDAISA	127	89	86	91	95
	SAAL-ZL	128		3	3	
19	DDACM/ASC	129		107	122	123
20	MTAQ Supr	130		3	4	4
21	OF-TF	131			4	8
22	PM FCS	132			8	8
23	PM JSIMS	133				17
24	PEO Aviation	134				62
25	ACA	135				35
26	OAA DOL	136				39
27	PEO CS/CSS	137				Converted 10/02
	Total		1469	1609	1675	1861

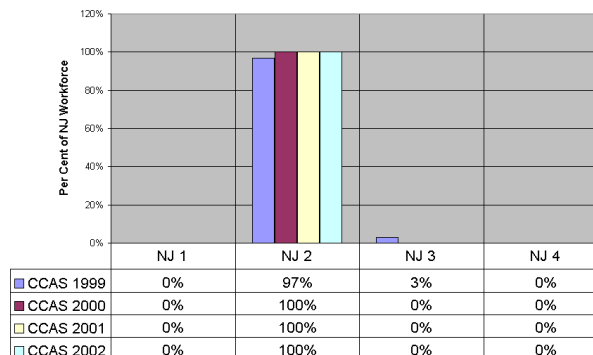
Workforce Demographics

Army	CCAS 1999			CCAS 2000			CCAS 2001			CCAS 2002		
	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce
NK 1	2	1.06%	0.14%	4	2.10%	0.25%	2	1.10%	0.12%	1	1.10%	0.05%
Nk 2	136	72.30%	9.26%	133	70.00%	8.27%	119	66.85%	7.10%	140	71.43%	7.52%
NK 3	50	26.60%	3.40%	53	27.90%	3.29%	57	32.02%	3.40%	55	28.06%	2.96%
NK Career Path	188	99.96%	12.80%	190	100.00%	11.81%	178	99.98%	10.63%	196	100.6%	10.5%
NJ 2	31	96.90%	2.11%	29	100.00%	1.80%	26	100.00%	1.55%	17	100.0%	0.91%
NJ 3	1	3.10%	0.10%									
NJ Career Path	32	100.00%	2.21%	29	100.00%	1.80%	26	100.00%	1.55%	17	100.0%	0.9%
NH 2	154	12.30%	10.48%	180	12.95%	11.19%	207	14.07%	12.36%	237	14.38%	12.74%
NH 3	667	53.40%	45.41%	736	52.95%	45.74%	752	51.12%	44.90%	786	47.69%	42.24%
NH 4	428	34.30%	29.14%	474	34.10%	29.46%	512	34.81%	30.57%	625	37.92%	33.58%
NH Career Path	1249	100.00%	85.02%	1390	100.00%	86.39%	1471	100.00%	87.82%	1648	100.0%	88.6%
			100.03%			100.00%			100.00%			100.0%
Workforce	1469			1609			1675			1861		

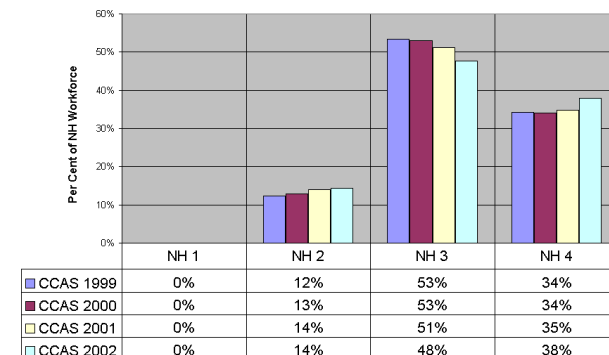
NK Career Path



NJ Career Path



NH Career Path



Presumptive Status

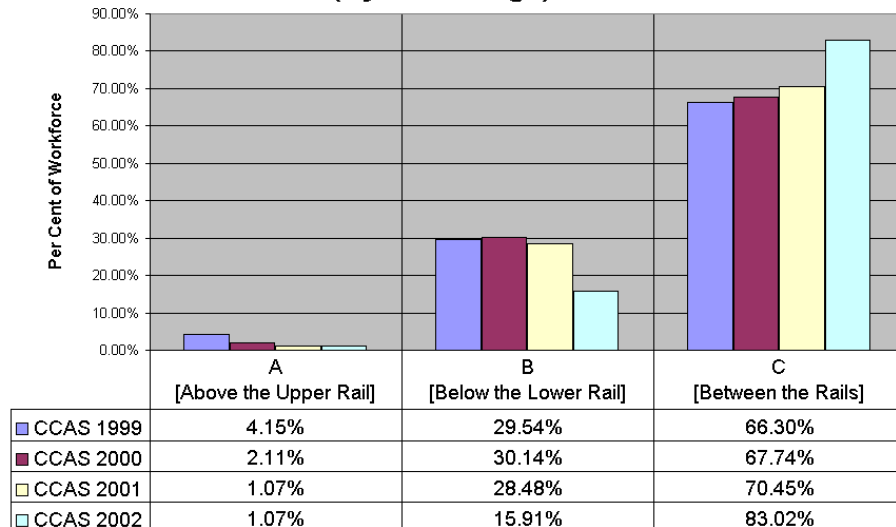
Presumptive Status	1999	2000	2001	2002
0 90 Days or More (changed in 2002 from 180 days)	1386	1455	1536	1792
1 Less Than 90 Days (changed in 2002 from 180 days)	71	138	122	57
Employee has the minimum days for CCAS rating but due to special circumstances, i.e., long-term full-time training, temporary promotion outside the demo, active military duty, extended sick leave, leave without pay, etc., the pay pool panel has two options.				
2 Expected Rating	12	13	15	9
3 Re-Certified Last CCAS OCS	NA	3	2	3
Total	1469	1609	1675	1861
Override (CRI and CA calculations due to retirement, leaving AcqDemo, promotions)	Data Not Captured	45	68	67
Retained Pay (50% of GPI, no CRI, CA dependent on OCS)	6	4	8	7

Rail Zone Positions

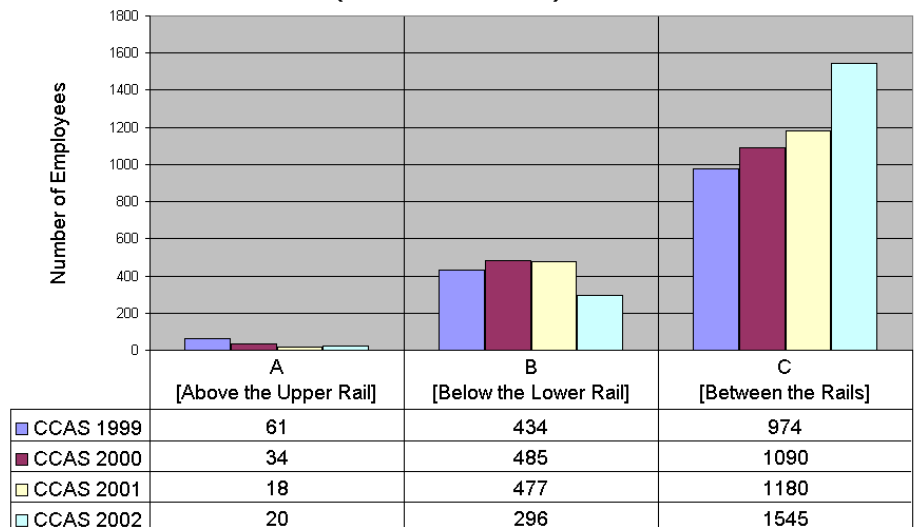
Rail Zone	1999	Percent	2000	Percent	2001	Percent	Rail Zone	2002	Percent
A [Above the Upper Rail]	61	4.15%	34	2.11%	18	1.07%	A [Above the Upper Rail]	20	1.07%
B [Below the Lower Rail]	434	29.54%	485	30.14%	477	28.48%	B [Below the Lower Rail]	296	15.91%
C [Between the Rails]	974	66.30%	1090	67.74%	1180	70.45%	C1 (Between UR and SPL)	602	32.35%
							C2 (Between SPL and LR)	943	50.67%
Total	1469	100.00%	1609	100.00%	1675	100.00%	Total	1861	49.33%

Retained Pay (A - Above the Upper Rail)	6	4	8	Retained Pay (A - Above the Upper Rail)	7
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**Rail (Region) Positions
(By Percentage)**



**Rail (Region) Positions
(Number in Rail)**



Funding Level - General Pay Increase (GPI)

Funding Level	1999	2000	Difference between 1999 & 2000	2001	Difference between 2000 & 2001	2002	Difference between 2001 & 2002
General Pay Increase	3.80%	2.70%	-1.10%	3.60%	0.90%	3.10%	-0.50%
Number of Pay Pools [Gave Full GPI]	16	13	-3	15	2	21	6
Number of Pay Pools [Reduced GPI]	5	2	-3	2	No Change	0	-2
Number of Pay Pools [Denied GPI]	2	8	6	8	No Change	5	-3
Locality Pay	All Employees Received	All Employees Received	No Change	All Employees Received	No Change	All Employees Received	No Change
Contribution Rating Increase (Minimum Funding Level)	2.40%	2.00%	-0.04%	2.00%	No Change	2.00%	No Change
Award (Minimum Funding Level)	1.3% of which 90% or 1.17% is for CA	1.0% of which 90% or 0.90% is for CA	-0.3% or -0.27%	1.0% of which 90% or 0.90% is for CA	No Change	1.0% of which 90% or 0.90% is for CA	No Change
Target Salary	Upper Rail	Upper Rail	No Change	Upper Rail	No Change	Upper Rail	No Change

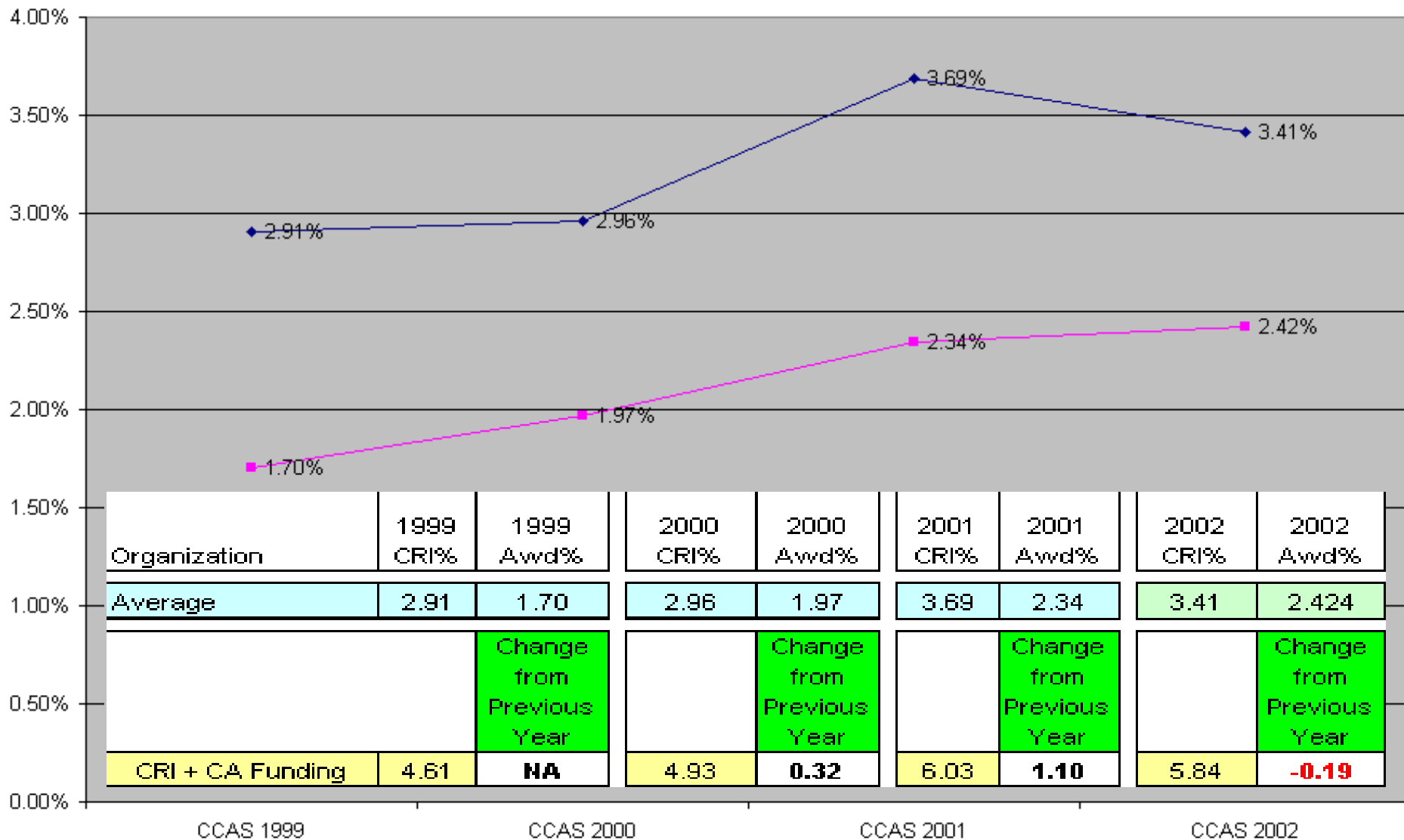
Nine (9) Pay Pools had "A-rated" employees but only five (5) denied GPI

Funding Levels for CRI and CA

Organization	Pay Pool #	1999 CRI%	1999 Awd%	Size of Pay Pool	2000 CRI%	2000 Awd%	Size of Pay Pool	2001 CRI%	2001 Awd%	Size of Pay Pool	2002 CRI%	2002 Awd%
DSSW	101	2.8	1.44	175	2.80	1.44	154	2.80	2.20	110	2.80	2.200
ATEC HQ	102	2.4	1.80	113	2.00	1.80	117	3.80	2.03	122	3.00	2.000
PEO STAMIS	103	2.4	2.88	141	2.40	2.70	144	2.20	2.50	151	2.50	2.500
SAAL-ZP/CSA	104	2.4	1.17	54	2.00	0.90	51	2.00	1.00			
ATEC OEC	105	2.4	1.80	205	2.07	2.26	223	3.00	2.00	250	3.00	2.042
ADO	106	3.0	2.70	14	3.00	2.70	13	3.00	3.33	13	3.00	3.333
CC Korea	107	2.4	1.17	44	2.40	1.05	53	3.20	2.00	50	3.60	1.000
ATEC EAC	108	2.4	1.80									
SAAL-ZR	109	2.4	1.17									
JPOBD	110	3.326	1.80	16	3.00	1.80	15	3.30	2.20	13	3.34	2.230
MTAQ	111	2.4	1.17	48	4.00	3.49	50	4.99	2.50	48	4.99	2.500
SAAL-ZAX	112	2.4	1.17	32	2.00	0.90	26	2.80	1.44	48	2.80	2.200
PEO C3S	113	2.4	1.80	89	2.40	2.12	92	3.00	2.50	104	2.00	2.500
DPEO GCSS Picatinny	114	2.5	3.00	93	2.00	2.70	91	2.00	3.00	100	2.00	3.024
PEO IS	119	2.4	2.07	46	3.00	2.97	44	6.00	3.70	49	6.00	3.700
DPEO GCSS Warren	120	2.5	3.27	126	2.00	3.15	132	2.00	3.54	134	2.00	3.630
PEO IEWS	121	2.4	1.35	114	4.00	2.70	119	4.00	2.50	141	4.00	2.500
SAAL-ZC	122	2.4	1.17									
SAAL-ZT	123	2.4	1.17	11	2.00	0.90	12	2.80	1.44	11	2.80	2.200
SAAL-ZS	124	2.4	1.17	12	2.00	0.90	10	2.80	1.44	13	2.80	2.200
SAAL-ZD	125	2.4	1.17	10	2.19	0.99	14	3.42	1.76			
MEDCOM	126	12.0	1.62	67	12.00	1.35	83	10.00	1.50	113	5.00	1.500
RDAISA	127	2.4	1.17	86	2.50	2.88	91	3.50	2.50	95	3.50	2.500
SAAL-ZL	128			3	2.00	0.90	3	2.80	1.44			
DDACM/AESA	129			107	2.40	1.17	122	3.40	3.00	123	3.40	3.000
MTAQ Supr	130			3	4.00	3.49	4	10.00	4.10	4	10.00	3.500
OFTF	131						4	2.97	1.00	8	3.00	2.000
FCS	132						8	2.40	4.00	8	2.00	3.000
PM JSIMS	133									17	4.05	3.270
PEO AV	134									62	2.40	1.300
ACA	135									35	2.00	1.000
DOL	136									39	2.80	2.200
PEO CS/CSS	137									Converted 6 Oct 02		
				1609			1675			1861		
Average		2.91	1.70	70	2.96	1.97	73	3.69	2.34	72	3.41	2.424

CRI + CA Funding Levels Trend

—●— CRI —■— CA



Affect on Pay Pool Total Base Pay

Army		CY1999 Base Pay w/Buy-In	CY2000 CCAS1999	Increase from 1999 Buy-In Less G	CY2000 Base Pay	CY2001 CCAS2000	Increase from Beginning of FY Less G	CY2001 Base Pay	CY2002 CCAS2001	Increase from Beginning of FY Less G	CY2002 Base Pay	CY2003 CCAS2002	Increase from Beginning of FY Less G
DSSW	101	\$ 8,478,952	\$ 9,023,692	2.62%	\$ 8,878,795	\$ 9,347,892	2.58%	\$ 8,244,656	\$ 8,740,308	2.41%	\$ 6,446,510	\$ 6,798,209	1.86%
ATEC HQ	102	\$ 4,122,042	\$ 4,377,405	2.40%	\$ 6,660,622	\$ 6,970,532	1.95%	\$ 7,344,337	\$ 7,880,153	3.70%	\$ 8,238,752	\$ 8,727,970	2.34%
PEO EIS	103	\$ 7,816,975	\$ 8,265,557	1.94%	\$ 9,562,824	\$ 10,003,926	1.91%	\$ 10,024,360	\$ 10,562,158	1.76%	\$ 11,102,988	\$ 11,656,638	1.39%
SAAL-ZP/CSA	104	\$ 3,302,884	\$ 3,490,575	1.88%	\$ 3,865,138	\$ 4,026,128	1.47%	\$ 3,804,288	\$ 3,997,359	1.48%			
ATEC AEC	105	\$ 4,955,920	\$ 5,249,665	2.13%	\$ 13,787,252	\$ 14,403,942	1.77%	\$ 15,664,102	\$ 16,597,733	2.36%	\$ 18,280,255	\$ 19,271,532	1.82%
Army G8 (ADO)	106	\$ 879,418	\$ 933,674	2.37%	\$ 984,411	\$ 1,032,659	2.20%	\$ 944,117	\$ 992,545	1.53%	\$ 987,362	\$ 1,031,467	0.87%
CCK	107	\$ 1,678,532	\$ 1,779,524	2.22%	\$ 2,200,119	\$ 2,311,199	2.35%	\$ 2,744,109	\$ 2,920,937	2.84%	\$ 2,596,457	\$ 2,758,953	2.66%
ATEC OEC	108	\$ 7,598,714	\$ 8,056,767	2.23%									
SAAL-ZR/DDACM	109	\$ 7,665,734	\$ 8,128,129	2.23%									
PEO CBD (JPOBD)	110	\$ 851,901	\$ 908,439	2.84%	\$ 1,060,873	\$ 1,115,507	2.45%	\$ 1,014,091	\$ 1,079,512	2.85%	\$ 930,797	\$ 988,110	2.56%
MTAQ	111	\$ 2,648,041	\$ 2,812,225	2.40%	\$ 2,537,887	\$ 2,700,510	3.71%	\$ 2,850,332	\$ 3,068,249	4.05%	\$ 2,930,873	\$ 3,140,776	3.56%
ASA (ALT)	112	\$ 280,364	\$ 297,746	2.40%	\$ 1,897,149	\$ 1,979,683	1.65%	\$ 1,627,309	\$ 1,730,350	2.73%	\$ 3,563,434	\$ 3,752,305	1.70%
PEO C3T	113	\$ 6,802,420	\$ 7,184,138	1.81%	\$ 7,117,153	\$ 7,447,489	1.94%	\$ 7,550,506	\$ 7,973,357	2.00%	\$ 8,629,555	\$ 9,022,771	0.96%
PEO GCS-P	114	\$ 5,977,551	\$ 6,341,680	2.29%	\$ 7,194,889	\$ 7,510,535	1.69%	\$ 7,315,345	\$ 7,698,415	1.64%	\$ 8,331,300	\$ 8,736,366	1.26%
PEO IS	119	\$ 2,439,162	\$ 2,588,306	2.31%	\$ 2,851,762	\$ 3,008,135	2.78%	\$ 2,902,246	\$ 3,151,821	5.00%	\$ 3,359,710	\$ 3,598,845	3.52%
PEO GCS-W	120	\$ 8,284,150	\$ 8,775,774	2.13%	\$ 8,599,413	\$ 8,957,954	1.47%	\$ 9,469,173	\$ 9,940,923	1.38%	\$ 10,022,528	\$ 10,474,767	0.91%
PEO IEWS	121	\$ 7,191,926	\$ 7,615,522	2.09%	\$ 7,755,135	\$ 8,218,413	3.27%	\$ 8,619,155	\$ 9,183,875	2.95%	\$ 10,609,250	\$ 11,227,039	2.22%
SAAL-ZC	122	\$ 230,219	\$ 244,492	2.40%									
SAAL-ZT	123	\$ 955,046	\$ 1,011,051	2.06%	\$ 937,861	\$ 974,044	1.16%	\$ 925,973	\$ 980,159	2.25%	\$ 930,658	\$ 979,032	1.60%
SAAL-ZS	124	\$ 578,676	\$ 611,453	1.86%	\$ 686,232	\$ 716,319	1.68%	\$ 596,037	\$ 632,719	2.55%	\$ 862,198	\$ 907,667	1.67%
SAAL-ZD	125	\$ 656,085	\$ 694,883	2.11%	\$ 740,715	\$ 771,306	1.43%	\$ 1,026,017	\$ 1,087,051	2.35%			
MEDCOM	126	\$ 799,234	\$ 918,384	11.1%	\$ 2,902,076	\$ 3,270,395	9.99%	\$ 3,953,835	\$ 4,338,731	6.13%	\$ 5,675,579	\$ 6,070,313	3.35%
RDAISA	127	\$ 4,650,202	\$ 4,906,949	1.72%	\$ 4,663,640	\$ 4,895,248	2.27%	\$ 4,960,320	\$ 5,299,492	3.24%	\$ 5,490,456	\$ 5,837,647	2.72%
SAAL-ZL	128				\$ 227,368	\$ 235,633	0.94%	\$ 235,633	\$ 245,648	0.65%			
DDACM/ASC	129				\$ 6,744,248	\$ 7,065,992	2.07%	\$ 7,917,469	\$ 8,434,872	2.93%	\$ 8,588,942	\$ 9,084,305	2.17%
MTAQ Supr	130				\$ 242,215	\$ 258,443	4.00%	\$ 317,876	\$ 361,107	10.0%	\$ 361,107	\$ 397,883	6.6%
OF-TF	131							\$ 253,257	\$ 269,897	2.97%	\$ 580,386	\$ 614,819	2.33%
PM FCS	132							\$ 608,602	\$ 645,121	2.40%	\$ 645,121	\$ 677,047	1.35%
PM JSIMS	133										\$ 1,083,235	\$ 1,157,641	3.27%
PEO Aviation	134										\$ 5,416,967	\$ 5,692,985	1.50%
ACA	135										\$ 2,590,737	\$ 2,712,065	1.08%
OAA DOL	136										\$ 1,798,975	\$ 1,894,323	1.70%
		\$88,844,148	\$94,216,030		\$ 102,097,777	\$ 107,221,884		\$ 110,051,286	\$ 116,897,474		\$ 117,938,708	\$ 124,462,318	
		Total Increase	6.05%		Total Increase	5.02%		Total Increase	6.22%		Total Increase	5.53%	
		GPI	3.80%		GPI	2.70%		GPI	3.60%		GPI	3.10%	
		Net Increase	2.25%		Net Increase	2.32%		Net Increase	2.62%		Net Increase	2.43%	

March 24

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Results Against Funding Levels (GPI, CRI, CA)

Army	1999	2000	Difference	2001	2002	Difference between 2001 and 2002
Total Demo Employees	1,469	1,609	140	1675	1861	186
Base Salary	\$ 88,844,148	\$ 102,097,777	\$ 13,253,629	\$ 110,913,145	\$ 130,054,132	\$ 19,140,987
Positive Delta-Y	\$ 11,412,694	\$ 13,156,049	\$ 1,743,355	\$ 15,741,895	\$ 17,136,891	\$ 1,394,996
General Pay Increase	\$ 3,285,887	\$ 2,757,453	\$ (528,434)	\$ 3,987,191	\$ 4,008,030	\$ 20,839
	3.8%	2.7%	-1.1%	3.6%	3.10%	-0.50%
Mandatory GPI (Retained Pay)	\$ 134,039	\$ 50,732	\$ (83,307)	\$ 35,367	\$ 5,354	\$ (30,013)
Discretionary GPI	\$ 49,859	\$ 20,976	\$ (28,883)	\$ 10,113	\$ 11,573	\$ 1,460
Carry Over to CRI	\$ 90,920	\$ 36,052	\$ (54,868)	\$ 25,254	\$ 17,816	\$ (7,438)
Contribution Rating Increase	\$ 2,085,995	\$ 2,835,287	\$ 749,292	\$ 3,693,045	\$ 3,149,313	\$ (543,732)
	2.35%	2.94%	0.59%	3.36%	2.58%	-0.78%
Discretionary CRI	\$ 4,498	\$ 25,510	\$ 21,012	\$ 82,715	\$ 63	\$ (82,652)
Base Salary Due to CCAS (includes GPI and CRI)	\$ 94,216,030	\$ 107,221,884	\$ 13,005,854	\$ 117,803,552	\$ 137,211,475	\$ 19,407,923
	6.05%	5.02%	-1.03%	6.21%	5.50%	-0.71%
Carry Over to Award	\$ 248,147	\$ 435,306	\$ 187,159	\$ 764,575	\$ 789,873	\$ 25,298
Contribution Award	\$ 1,343,749	\$ 2,132,158	\$ 788,409	\$ 2,308,661	\$ 2,793,538	\$ 484,877
	1.51%	2.09%	0.58%	2.08%	2.15%	0.07%
Discretionary Award	\$ 347,727	\$ 85,302	\$ (262,425)	\$ 128,972	\$ 93,104	\$ (35,868)
Total Award	\$ 1,939,623	\$ 2,652,766	\$ 713,143	\$ 3,200,555	\$ 3,674,023	\$ 473,468
	2.18%	2.60%	0.42%	2.89%	2.82%	-0.06%

Alpha 1 (CRI) and Alpha 2 (CA)

(Percent of the Positive Delta Salary Employee Would Receive for CRI and CA)

Pay Pool	Pay Pool #	1999 Alpha 1 CRI	1999 Alpha 2 CA	Pay Pool	Pay Pool #	2000 Alpha 1 CRI	2000 Alpha 2 CA	Pay Pool	Pay Pool #	2001 Alpha 1 CRI	2001 Alpha 2 CA	Pay Pool	Pay Pool #	2002 Alpha 1 CRI	2002 Alpha 2 CA
DSSW	101	26.03%	12.59%	DSSW	101	25.42%	10.81%	DSSW	101	22.85%	12.62%	DCC-W	101	20.57%	14.05%
ATEC HQ	102	15.07%	0.00%	ATEC	102	14.33%	12.52%	ATEC	102	21.12%	12.54%	ATEC HQ	102	51.39%	28.62%
PEO STAMIS	103	19.52%	22.59%	PEO STAMIS	103	18.53%	19.34%	PEO STAMIS	103	17.86%	17.05%	PEO EIS	103	18.46%	16.50%
SAAL-ZP/CSA	104	18.65%	7.80%	SAAL-ZP/CSA	104	11.16%	5.02%	SAAL-ZP/CSA	104	9.43%	4.25%				
ATEC OEC	105	24.61%	0.00%	ATEC AEC	105	36.97%	38.65%	ATEC AEC	105	50.07%	30.18%	ATEC AEC	105	55.33%	32.24%
ADO	106	19.06%	15.81%	ADO	106	24.62%	25.15%	ADO	106	15.75%	15.28%	Army G8	106	13.83%	13.83%
CC Korea	107	19.05%	6.59%	CCK	107	25.01%	10.59%	CCK	107	35.32%	14.91%	CCK	107	20.49%	4.85%
ATEC EAC	108	38.15%	0.00%												
SAAL-ZR	109	24.96%	11.19%	JPOBD	110	16.96%	10.18%	JPOBD	110	16.22%	9.73%	PEO CBD	110	12.69%	7.63%
JPOBD	110	18.23%	9.37%	MTAQ	111	39.03%	29.18%	MTAQ	111	48.75%	17.47%	MTAQ	111	35.58%	16.05%
MTAQ	111	29.45%	13.06%	ASA ALT	112	12.94%	5.82%	ASA ALT	112	22.20%	8.81%	OASAALT	112	22.77%	16.10%
SAAL-ZAX	112	15.96%	7.78%	PEO C3S	113	36.54%	31.69%	PEO C3S	113	20.77%	15.07%	PEO C3T	113	15.53%	15.77%
PEO C3S	113	15.70%	11.78%	PEO GCSS-P	114	12.43%	16.78%	PEO GCSS-P	114	12.56%	15.99%	PEO GCS-P	114	12.96%	15.89%
DPEO GCSS P	114	16.80%	19.74%	PEO IS	119	15.47%	14.87%	PEO IS	119	21.50%	11.10%	PEO IS	119	22.87%	12.07%
PEO IS	119	16.23%	12.67%	PEO GCSS-W	120	10.95%	16.50%	PEO GCSS-W	120	10.78%	17.06%	PEO GCS-W	120	10.52%	16.68%
DPEO GCSS W	120	13.93%	17.62%	PEO IEWS	121	32.41%	21.58%	PEO IEWS	121	33.22%	18.66%	PEO IEWS	121	32.94%	18.53%
PEO IEWS	121	20.39%	10.43%												
SAAL-ZC	122	19.31%	9.42%	SAAL-ZT	123	11.14%	5.01%	SAAL-ZT	123	36.45%	7.96%	DASA-ZT	123	32.68%	23.12%
SAAL-ZT	123	11.26%	5.00%	SAAL-ZS	124	8.09%	3.64%	SAAL-ZS	124	17.76%	7.31%	DASA-ZS	124	21.77%	15.40%
SAAL-ZS	124	9.30%	4.53%	SAAL-ZD	125	20.57%	9.25%	SAAL-ZD	125	31.81%	14.42%				
SAAL-ZD	125	32.96%	16.06%	MEDCOM	126	51.53%	5.85%	MEDCOM	126	72.91%	9.85%	MEDCOM	126	42.79%	11.52%
MEDCOM	126	33.55%	3.98%	RDAISA	127	17.33%	18.42%	RDAISA	127	28.40%	16.48%	RDAISA	127	33.65%	19.99%
RDAISA	127	27.50%	9.25%	SAAL-ZL	128	5.29%	2.38%	SAAL-ZL	128	10.76%	1.72%				
				DDACM/AAESA	129	19.55%	9.33%	DDACM/AAESA	129	27.38%	18.43%	ASC	129	28.30%	22.48%
				MTAQ Supr	130	27.05%	23.61%	MTAQ Supr	130	42.21%	13.63%	MTAQ	130	53.88%	16.98%
								OFTF	131	23.03%	6.98%	Obj Force TF	131	20.12%	12.07%
								FCS	132	35.09%	14.91%	PM FCS	132	23.92%	32.30%
												PM JSIMS	133	34.35%	22.86%
												PEO AV	134	15.07%	8.31%
												ACA	135	8.28%	3.73%
												DOL	136	15.36%	10.87%
												PEO CS/CSS	137	Converted 10/06/02	
Average		21.12%	9.88%	Average		21.45%	15.05%	Average		27.37%	13.30%	Average		26.00%	16.48%

Overall Contribution Scores / Delta

OCS

PP #	Pay Pool	1999 OCS	1999 Expected OCS	1999 Delta OCS (SPL)	2000 OCS	2000 Expected OCS	2000 Delta OCS (SPL)	2001 OCS	2001 Expected OCS	2001 Delta OCS (SPL)	2002 OCS	2002 Expected OCS	2002 Delta OCS (SPL)			
101	DSSW	62	61	1	64	63	1	66	64	2	69	67	2			
102	ATEC HQ	71	67	4	74	71	4	76	73	3	74	75	-1			
103	PEO STAMIS	79	77	2	81	78	3	80	78	2	81	78	3			
104	SAAL-ZP/CSA	83	80	3	85	80	5	87	81	6						
105	ATEC OEC	79	78	1	77	78	-1	18	19	-1	78	79	-1			
106	ADO	77	75	3	80	78	2	82	78	4	84	79	5			
107	CC Korea	64	60	3	66	63	3	66	63	3	67	62	5			
108	ATEC EAC	76	77	-1												
109	SAAL-ZR	77	76	1												
110	JPOBD	82	78	5	81	77	4	83	77	6	85	78	8			
111	MTAQ	65	65	1	68	66	2	71	69	2	72	70	1			
112	SAAL-ZAX	56	53	3	72	69	4	73	71	2	80	78	2			
113	PEO C3S	90	86	4	85	86	0	89	86	3	87	84	2			
114	DPEO GCSS P	89	86	3	90	86	4	90	87	4	90	86	4			
119	PEO IS	75	73	3	79	73	6	84	75	9	82	75	8			
120	DPEO GCSS W	80	76	4	81	77	5	83	78	5	84	78	5			
121	PEO IEWS	79	77	2	79	77	2	81	80	2	81	79	2			
122	SAAL-ZC	71	69	3												
123	SAAL-ZT	88	82	6	93	89	4	81	81	0	85	85	1			
124	SAAL-ZS	72	65	7	75	67	8	71	68	3	74	71	3			
125	SAAL-ZD	77	77	0	82	81	1	80	79	1						
126	MEDCOM	54	43	12	61	55	6	61	59	3	61	59	2			
127	RDAISA	69	67	3	71	67	4	68	66	2	68	67	2			
128	SAAL-ZL				94	82	12	95	83	12						
129	DDACM				77	75	2	77	75	3	79	76	2			
130	MTAQ Supr				57	54	3	93	87	7	96	91	5			
131	OF-TF							76	74	2	82	78	3			
132	FCS							85	84	2	85	85	0			
133	PM JSIMS										71	70	2			
134	PEO AV										93	89	4			
135	ACA										86	79	7			
136	DOL										58	54	4			
137	PEO CS/CSS													NA	NA	NA
	Average	75	71	3	77	74	3	77	73	3	79	76	3			

Scores

Army	1999	2000	2001	2002
Expected OCS Range	22 to 100	25 to 100	23 to 100	28 to 100
Factor Score Range	5 to 115	0 to 115	18 to 115	18 to 115
OCS Range	5 to 111	11 to 115	28 to 115	22 to 115
Delta OCS Range	-71 to +32	-39 to +25	-35 to +29	-37 to +25

Individuals with OCS Greater Than the Maximum Score for Career Path					
Career Path	Max Score	1999	2000	2001	2002
NH	100	78	59	94	111
NJ	83	0	0	0	0
NK	61	4	11	11	12

Average Base Pay by Pay Pool

Pay Pool Number	Organization	1999 CCAS			2000 CCAS			2001 CCAS			2002 CCAS		
		1999 Average Base Pay	2000 Average Base Pay	Percent Increase	2000 Average Base Pay	2001 Average Base Pay	Percent Increase	2001 Average Base Pay	2002 Average Base Pay	Percent Increase	2002 Average Base Pay	2003 Average Base Pay	Percent Increase
101	DSSW	47105	50132	6.42%	50736	53417	5.28%	53537	56755	6.01%	58605	61802	5.46%
102	ATEC HQ	52847	56121	6.20%	58944	61686	4.65%	62772	67352	7.30%	67531	71541	5.94%
103	PEO STAMIS	64074	67750	5.74%	67821	70950	4.61%	69614	73348	5.36%	72569	76187	4.99%
104	SAAL-ZP/CSA	68810	72720	5.68%	71577	74558	4.17%	74594	78380	5.08%			
105	ATEC OEC	66079	69996	5.93%	67255	70263	4.47%	70243	74429	5.96%	73121	77086	5.42%
106	ADO	62816	66691	6.17%	70315	73761	4.90%	72624	76350	5.13%	75951	79344	4.47%
107	CC Korea	46626	49431	6.02%	50003	52527	5.05%	51776	55112	6.44%	51929	55179	6.26%
108	ATEC EAC	63855	67704	6.03%									
109	SAAL-ZR	61820	65549	6.03%									
110	JPOBD	65531	69880	6.64%	66305	69719	5.15%	67606	71967	6.45%	71600	76008	6.16%
111	MTAQ	49963	53061	6.20%	52873	56261	6.41%	57007	61365	7.65%	61060	65433	7.16%
112	SAAL-ZAX	40052	42535	6.20%	59286	61865	4.35%	62589	66552	6.33%	74238	78173	5.30%
113	PEO C3S	77300	81638	5.61%	79968	83680	4.64%	82071	86667	5.60%	82976	86757	4.56%
114	DPEO GCSS Picatinny	74719	79271	6.09%	77364	80758	4.39%	80388	84598	5.24%	83313	87364	4.86%
119	PEO IS	59492	63129	6.11%	61995	65394	5.48%	65960	71632	8.60%	68566	73446	7.12%
120	DPEO GCSS Warren	64720	68561	5.93%	68249	71095	4.17%	71736	75310	4.98%	74795	78170	4.51%
121	PEO IEWS	64792	68608	5.89%	68028	72091	5.97%	72430	77175	6.55%	75243	79624	5.82%
122	SAAL-ZC	57555	61123	6.20%									
123	SAAL-ZT	73465	77773	5.86%	85260	88549	3.86%	77164	81680	5.85%	84605	89003	5.20%
124	SAAL-ZS	52607	55587	5.66%	57186	59693	4.38%	59604	63272	6.15%	66323	69821	5.27%
125	SAAL-ZD	65609	69488	5.91%	74072	77131	4.13%	73287	77647	5.95%			
126	MEDCOM	31969	36735	14.91%	43315	48812	12.69%	47637	52274	9.73%	50226	53720	6.95%
127	RD/ISA	52249	55134	5.52%	54228	56921	4.97%	54509	58236	6.84%	57794	61449	6.32%
128	SAAL-ZL				75789	78544	3.64%	78544	81883	4.25%			
129	DDACM/AESA				63030	66037	4.77%	64897	69138	6.53%	69829	73856	5.77%
130	MTAQ Supr				80738	86148	6.70%	79469	90277	13.60%	90277	99471	10.18%
131	OF-TF							63314	67474	6.57%	72548	76852	5.93%
132	FCS							76075	80640	6.00%	80640	84631	4.95%
133	PM JSIMS										63720	68097	6.87%
134	PEO AV										87370	91822	5.10%
135	ACA										74021	77488	4.68%
136	DOL										46128	48572	5.30%
137	PEO CS/CSS										NA	NA	NA
Army Average		59307	62983	6.20%	65406	68690	5.02%	67578	71981	6.51%	70576	74650	5.77%

Average Contribution Rating Increase by Pay Pool

Pay Pool Number	Organization	1999 Approved CRI \$	1999 Approved CRI % of 1999 Base Pay	2000 Approved CRI \$	2000 Approved CRI %	2001 Approved CRI \$	2001 Approved CRI %	2002 Approved CRI \$	2002 Approved CRI %
101	DSSW	1291	2.74%	1382	2.71%	1383	2.62%	1438	2.49%
102	ATEC HQ	1289	2.44%	1171	2.12%	2330	4.07%	1932	3.01%
103	PEO STAMIS	1250	1.95%	1297	1.93%	1256	1.76%	1382	1.83%
104	SAAL-ZP/CSA	1295	1.88%	1048	1.75%	1100	1.75%		
105	ATEC OEC	1583	2.40%	1239	1.94%	1670	2.53%	1706	2.43%
106	ADO	1648	2.62%	1547	2.18%	1111	1.78%	1038	1.57%
107	CC Korea	1327	2.85%	1217	2.46%	1516	3.06%	1744	3.86%
108	ATEC EAC	1595	2.50%						
109	SAAL-ZR	1379	2.23%						
110	JPOBD	1972	3.01%	1624	2.45%	1928	2.91%	2189	3.17%
111	MTAQ	1199	2.40%	1982	3.90%	2353	4.11%	2540	4.00%
112	SAAL-ZAX	961	2.40%	978	1.83%	1750	2.78%	1633	2.37%
113	PEO C3S	1400	1.81%	1552	2.07%	1642	2.21%	1209	1.56%
114	DPEO GCSS Picatinny	1712	2.29%	1305	1.73%	1316	1.67%	1468	1.81%
119	PEO IS	1497	2.52%	1725	2.82%	3298	5.18%	2754	4.19%
120	DPEO GCSS Warren	1397	2.16%	1007	1.61%	997	1.53%	1061	1.51%
121	PEO IEWS	1367	2.11%	2242	3.27%	2141	2.95%	2049	2.68%
122	SAAL-ZC	1381	2.40%						
123	SAAL-ZT	1516	2.06%	987	1.36%	1737	2.38%	1775	2.25%
124	SAAL-ZS	980	1.86%	963	1.93%	1522	2.77%	1442	2.39%
125	SAAL-ZD	1386	2.11%	1059	1.53%	1721	2.57%		
126	MEDCOM	3577	11.19%	4327	9.78%	2934	6.22%	1951	4.10%
127	RDAISA	1132	2.17%	1270	2.45%	1777	3.22%	1876	3.42%
128	SAAL-ZL			708	1.12%	5065	1.16%		
129	DDACM/AAESA			1305	2.08%	1905	3.04%	1862	2.72%
130	MTAQ Supr			3229	4.12%	7947	10.05%	6395	7.28%
131	OF-TF					1880	2.32%	2055	2.76%
132	FCS					1826	2.39%	1490	1.95%
133	PM JSIMS							2401	3.72%
134	PEO AV							1743	2.07%
135	ACA							1172	1.74%
136	DOL							1015	2.17%
137	PEO CS/CSS							NA	NA
Army Average		1484	2.70%	1529	2.57%	2164	3.08%	1897	2.81%

Average Contribution Award by Pay Pool

Pay Pool Number	Organization	1999 Approved CA \$	1999 Approved CA % of 1999 Base Pay	2000 Approved CA \$	2000 Approved CA %	2001 Approved CA \$	2001 Approved CA %	2002 Approved CA \$	2002 Approved CA %
101	DSSW	664	1.41%	634	1.23%	946	1.74%	1160	1.95%
102	ATEC HQ	0	0.00%	1047	1.89%	1131	1.92%	1216	1.89%
103	PEO STAMIS	1789	2.79%	1699	2.54%	1526	2.16%	1633	2.19%
104	SAAL-ZP/CSA	690	1.00%	644	0.96%	671	0.97%		
105	ATEC OEC	Exception		1463	2.18%	1267	1.83%	1313	1.82%
106	ADO	1696	2.70%	1804	2.26%	2146	2.82%	2279	2.85%
107	CC Korea	490	1.05%	526	1.06%	745	1.46%	469	1.00%
108	ATEC EAC	Exception							
109	SAAL-ZR	660	1.07%						
110	JPOBD	1179	1.80%	1193	1.72%	1338	1.99%	1437	2.02%
111	MTAQ	531	1.06%	1622	3.11%	1189	2.08%	1374	2.14%
112	SAAL-ZAX	468	1.17%	533	0.92%	754	1.20%	1470	2.08%
113	PEO C3S	1391	1.80%	1691	2.15%	1694	2.11%	1747	2.10%
114	DPEO GCSS Picatinny	2195	2.94%	2088	2.72%	2151	2.68%	2180	2.66%
119	PEO IS	1209	2.03%	1788	2.90%	2162	3.33%	2171	3.16%
120	DPEO GCSS Warren	2066	3.19%	2068	3.08%	2177	3.12%	2417	3.24%
121	PEO IEWS	787	1.22%	1799	2.56%	1630	2.21%	1693	2.21%
122	SAAL-ZC	673	1.17%						
123	SAAL-ZT	782	1.07%	766	0.93%	471	0.61%	1675	1.98%
124	SAAL-ZS	615	1.17%	514	0.95%	617	1.06%	1313	2.11%
125	SAAL-ZD	767	1.17%	666	0.88%	1136	1.58%		
126	MEDCOM	459	1.44%	584	1.31%	643	1.36%	678	1.41%
127	RDAISA	726	1.39%	1485	2.85%	1144	2.05%	1303	2.36%
128	SAAL-ZL			681	0.86%	351	0.45%		
129	DDACM/AAESA			701	1.11%	1597	2.50%	1885	2.73%
130	MTAQ Supr			2819	3.59%	2565	3.24%	2844	3.16%
131	OF-TF					570	0.70%	1306	1.79%
132	FCS					776	1.01%	2177	2.79%
133	PM JSIMS							1718	2.63%
134	PEO AV							1086	1.27%
135	ACA							666	0.93%
136	DOL							913	1.87%
137	PEO CS/CSS							NA	NA
Army Average		863	1.42%	1253		1256	1.85%	1543	2.17%

Average Total Award by Pay Pool

Pay Pool Number	Organization	1999 Total Award \$	1999 Total Award % of 1999 Base Pay	2000 Total Award \$	2000 Total Award % of 2000 Base Pay	2001 Total Award \$	2001 Total Award % of 2001 Base Pay	2002 Total Award \$	2002 Total Award % of 2002 Base Pay
101	DSSW	760	1.61%	840	1.63%	1268	2.37%	1421	2.42%
102	ATEC HQ	954	1.80%	1088	1.96%	1210	1.93%	1325	1.96%
103	PEO STAMIS	2141	3.34%	2162	3.23%	1868	2.68%	2078	2.86%
104	SAAL-ZP/CSA	1161	1.69%	1026	1.35%	1063	1.42%		
105	ATEC OEC	1370	2.07%	1717	2.53%	1713	2.44%	1839	2.52%
106	ADO	2092	3.33%	2460	3.02%	3246	4.47%	3518	4.63%
107	CC Korea	631	1.35%	552	1.10%	1073	2.07%	674	1.30%
108	ATEC EAC	1259	1.97%						
109	SAAL-ZR	827	1.34%						
110	JPOBD	1500	2.29%	1558	2.15%	1642	2.43%	1639	2.29%
111	MTAQ	584	1.17%	1983	3.71%	1821	3.19%	1880	3.08%
112	SAAL-ZAX	468	1.17%	740	1.14%	892	1.42%	1915	2.58%
113	PEO C3S	1846	2.39%	2088	2.57%	2667	3.25%	2318	2.79%
114	DPEO GCSS Picatinny	2397	3.21%	2330	3.00%	2462	3.06%	2466	2.96%
119	PEO IS	1282	2.15%	1975	3.18%	2856	4.33%	3642	5.31%
120	DPEO GCSS Warren	2330	3.60%	2515	3.62%	2722	3.79%	2879	3.85%
121	PEO IEWS	1075	1.66%	2330	3.27%	2385	3.29%	2654	3.53%
122	SAAL-ZC	673	1.17%						
123	SAAL-ZT	1106	1.51%	1485	1.65%	1423	1.84%	2268	2.68%
124	SAAL-ZS	897	1.71%	695	1.13%	919	1.54%	1728	2.61%
125	SAAL-ZD	955	1.46%	1089	1.30%	1921	2.62%		
126	MEDCOM	803	2.51%	1454	3.23%	2472	5.19%	1237	2.46%
127	RD/ISA	784	1.50%	1687	3.24%	1357	2.49%	1460	2.53%
128	SAAL-ZL			1489	1.66%	2040	2.60%		
129	DDACM/AAESA			945	1.46%	2054	3.16%	2397	3.43%
130	MTAQ Supr			2819	3.59%	2932	3.69%	5476	6.07%
131	OF-TF					570	0.90%	1427	1.97%
132	FCS					2739	3.60%	2299	2.85%
133	PM JSIMS							2056	3.23%
134	PEO AV							1315	1.50%
135	ACA							974	1.32%
136	DOL							1190	2.58%
137	PEO CS/CSS							NA	NA
Army Average		1213	2.00%	1610	2.38%	1893	2.79%	2080	2.90%

Average CRI by Career Path and Broadband Level

Career Path & Broadband	1999 Average CRI	1999 Average CRI % of 1999 Base Salary	2000 Average CRI	2000 Average CRI % of 2000 Base Salary	2001 Average CRI	2001 Average CRI % of 2001 Base Salary	2002 Average CRI	2002 Average CRI % of 2002 Base Salary
NK-I	260	1.12%	154	0.69%	0	0.00%	0	0.00%
NK-II	739	2.65%	816	2.74%	883	2.84%	720	2.21%
NK-III	975	2.67%	975	2.51%	1250	3.11%	1166	2.78%
NJ-II	763	2.61%	798	2.52%	712	2.18%	644	1.91%
NH-II	1315	3.76%	1465	3.80%	1512	3.74%	1527	3.64%
NH-III	1439	2.48%	1489	2.48%	1728	2.79%	1623	2.46%
NH-IV	1753	2.17%	1807	2.17%	2190	2.55%	2137	2.39%
Average	905	2.18%	938	2.11%	1034	2.15%	1692	2.57%

Average CA by Career Path and Broadband Level

Career Path & Broadband	1999 Average CA	1999 Average CA % of 1999 Base Salary	2000 Average CA	2000 Average CA % of 2000 Base Salary	2001 Average CA	2001 Average CA % of 2001 Base Salary	2002 Average CA	2002 Average CA % of 2002 Base Salary
NK-I	136	0.59%	151	0.65%	242	0.95%	397	1.50%
NK-II	426	1.45%	668	2.16%	677	2.09%	654	1.93%
NK-III	635	1.72%	729	1.88%	850	2.12%	1053	2.47%
NJ-II	383	1.31%	372	1.17%	473	1.42%	504	1.47%
NH-II	506	1.39%	648	1.66%	744	1.81%	880	2.06%
NH-III	809	1.34%	1335	2.13%	1369	2.10%	1448	2.10%
NH-IV	1459	1.75%	1886	2.19%	1921	2.16%	2061	2.22%
Average	915	1.49%	1325	2.07%	523	1.05%	1501	2.13%

Total Carryover Award

(Resulting from Attaining Maximum Salary for Broadband Level)

Career Path & Broadband	1999 Total Carryover Award	2000 Total Carryover Award	2001 Total Carryover Award	2002 Total Carryover Award
NK-I	10207	1642	1895	562
NK-II	91310	23850	46780	46263
NK-III	135122	1373	1643	7066
NJ-II	0	223	2306	919
NH-II	38	28200	78330	50963
NH-III	10097	222813	395196	421947
NH-IV	1373	157205	238425	262153
Average	248147	435306	764575	789873

Average Total Award by Career Path and Broadband Level

Career Path & Broadband	1999 Average Total Award	1999 AverageTotal Award % of 1999 Base Salary	2000 Average Total Award	2000 AverageTotal Award % of 2000 Base Salary	2001 Average Total Award	2001 AverageTotal Award % of 2001 Base Salary	2002 Average Total Award	2002 AverageTotal Award % of 2002 Base Salary
NK-I	155	0.67%	562	2.30%	1190	4.66%	959	3.63%
NK-II	706	2.41%	860	2.74%	1088	3.38%	1023	2.96%
NK-III	752	2.03%	755	1.93%	903	2.22%	1241	2.87%
NJ-II	383	1.31%	419	1.32%	584	1.78%	556	1.60%
NH-II	714	1.96%	895	2.23%	1193	2.87%	1157	2.62%
NH-III	1237	2.04%	1682	2.63%	1976	3.00%	2016	2.85%
NH-IV	2006	2.36%	2289	2.60%	2480	2.77%	2549	2.71%
Average	1320	2.14%	1649	2.54%	1911	2.86%	1974	2.78%

Breakdown of 2002 CRI

CRI %	CCAS 2002	
20%	0	0.00%
15.00 - 19.99%	4	0.21%
10.10 - 14.90%	17	0.91%
6.01 - 10.00%	80	4.30%
5.91 - 6.00%	27	1.45%
3.34 - 5.90%	437	23.48%
2.63 - 3.33%	284	15.26%
0.01 to 2.62%	754	40.52%
0.00%	258	13.86%
Total	1861	100.00%

	CCAS 2002		
0.00% CRI Breakdown	258	100.00%	% of 1861
Retained Pay	7	2.71%	0.38%
Less Than 90 Days	55	21.32%	2.96%
Presumptive Status 2	4	1.55%	0.21%
Above the Upper Rail	20	7.75%	1.07%
Override By Pay Pool Panel	55	21.32%	2.96%
Maximum Salary for Broadband CRI Carryover to Award	117	45.35%	6.29%

	CCAS 2002		
0.01 to 2.62% CRI Breakdown	754	100.00%	% of 1861
Maximum Salary for Broadband CRI Carryover to Award	229	30.37%	12.31%
0.02 to 2.62%	525	69.63%	28.21%

Breakdown of CRI

CRI %	CCAS 1999		CCAS 2000		CCAS 2001		CCAS 2002	
20%	4	0.27%	4	0.25%	7	0.42%	0	0.00%
15.00 - 19.99%	6	0.41%	14	0.87%	10	0.60%	4	0.21%
10.10 - 14.90%	10	0.68%	20	1.24%	33	1.97%	17	0.91%
6.01 - 10.00%	62	4.22%	61	3.79%	93	5.55%	80	4.30%
5.91 - 6.00%	3	0.20%	15	0.93%	45	2.69%	27	1.45%
3.34 - 5.90%	317	21.58%	329	20.45%	379	22.63%	437	23.48%
2.63 - 3.33%	219	14.91%	206	12.80%	224	13.37%	284	15.26%
0.01 to 2.62%	538	36.62%	664	41.27%	473	28.24%	754	40.52%
0.00%	310	21.10%	296	18.40%	411	24.54%	258	13.86%
Total	1469	100.00%	1609	100.00%	1675	100.00%	1861	100.00%

CCAS 1999 gave 42.77% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2000 gave 40.33% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2001 gave 47.22% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2002 gave 45.62% (849 of 1861) of the rated workforce CRI that was equal to or greater than a within-grade-increase; of which another 18.59% (346 of 1861) had CRI carryover and added to CA for a Total Award because the 346 were at the maximum salary for the broadband level.

General Schedule Average Within Grade Increase as Percent of Increase

Step	1	2	3	4	5	6	7	8	9	10
Percent Increase		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

Average Time in Step

1 Year	Step	1 to 2	2 to 3	3 to 4
2 Years	Step	4 to 5	5 to 6	6 to 7
3 Years	Step	7 to 8	8 to 9	9 to 10

GS Equivalency Check

General Schedule Average Within Grade Increase as Percent of Increase										
Step	1	2	3	4	5	6	7	8	9	10
Percent Increase		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

1 Year → 1 Year → 1 Year → 2 Years → 2 Years → 2 Years → 3 Years → 3 Years → 3 Years

NOTE: There are no within-grade increases (WIGI) in the Civilian Acquisition Workforce Personnel. The purpose of this slide is to answer a common question among demo participants on how they did in the GS system.

Example 1: If at the beginning of the 2000 calendar year, the employee's 2000 base salary was

equivalent to a GS Any Grade Step 8.

- The WIGI from Step 8 to Step 9 is three years and is a 2.70% increase of base salary
- For CCAS 2000, this employee received a CRI of 2.4%.
- In one year, this 2.4% CRI is 88% of the WIGI, which under GS would take three years.

Example 2: If at the beginning of the 2000 calendar year, the employee's 2000 base salary was

equivalent to a GS Any Grade Step 2.

- The WIGI from Step 2 to Step 3 is one year and is a 3.22% increase of base salary.
- For CCAS 2000, receiving a 2.4% CRI was not as good as a WIGI for GS Step 2 employee.
- The demo, however, has the potential to reward this employee at a

CCAS Pay Outs Highs and Averages

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient ↓	CCAS 2002	
Dollar	High	Average	High	Average	High	Average		High	Average
CRI	8890	1420	14839	1492	13195	1748	NH-III	10942	1692
Carryover	4923	1426	11572	1583	9148	456	NH-IV	11212	424
CA	6671	915	6744	1325	7193	1378	NH-IV	6747	1501
Total Award	9008	1320	13346	1649	14606	1911	NH-IV	17520	1974

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient ↓	CCAS 2002	
Per Cent	High	Average	High	Average	High	Average		High	Average
CRI	20.00%	2.55%	20.00%	2.71%	20.00%	2.84%	NH-III	17.82%	2.58%
CA	8.27%	1.49%	17.18%	2.33%	8.90%	2.07%	NH-III	9.41%	2.14%
Total Award	18.25%	2.14%	42.13%	2.95%	16.69%	2.86%	NK-II	22.85%	2.78%

Salary Creep

		CCAS 1999				CCAS 2000				CCAS 2001				CCAS 2002			
Career Path	Broadband Level	Number of Employees	Average Base Salary	2000 Maximum Salary for Broadband Level		Number of Employees	Average Base Salary	2001 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2002 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2003 Maximum Salary for Broadband Level	Salary Cap
NK	1	2	24345	24833	98.03%	4	24579	25502	96.38%	2	26415	26415	100.00%	1	27234	27234	100.00%
NK	2	136	30870	34408	89.72%	133	32357	35339	91.56%	119	34144	36615	93.25%	140	35603	37749	94.31%
NK	3	50	38879	46359	83.87%	53	40678	47610	85.44%	57	43400	49324	87.99%	55	45313	50851	89.11%
NJ	1	0	0	24833	0.00%	0	0	25502	0.00%	0	0	25415	0.00%	0	0	27234	0.00%
NJ	2	31	30972	38108	81.27%	29	32780	39143	83.74%	26	34780	40551	85.77%	17	35717	41806	85.43%
NJ	3	1	40651	50932	79.81%	0	0	52305	0.00%	0	0	54185	0.00%	0	0	55873	0.00%
NJ	4	0	0	72586	0.00%	0	0	74553	0.00%	0	0	77229	0.00%	0	0	79629	0.00%
NH	1	0	0	24833	0.00%	0	0	25502	0.00%	0	0	25415	0.00%	0	0	27234	0.00%
NH	2	154	41390	50932	81.27%	180	42456	52305	81.17%	207	44517	54185	82.16%	237	46574	55873	83.36%
NH	3	667	64011	72586	88.19%	736	66277	74553	88.90%	752	69823	77229	90.41%	786	72583	79629	91.15%
NH	4	428	88680	100897	87.89%	474	91333	103623	88.14%	512	94898	107357	88.39%	625	97619	110682	88.20%
Total		1469				1609				1675				1861			

This chart records the progression towards the maximum salary for each broadband level. For example, as a result of CCAS 1999, 31 NJ-2 employees average salary is 81.27% of \$38,108, which is the maximum 2000 salary for NJ 2. As a result of CCAS 2000, the 29 NJ-2 employees were 2.5% closer to the maximum salary for NJ-2 and for CCAS 2001, the 26 NJ-2 employees were 2.03% closer to the maximum salary for NJ-2. CCAS 2002, the 17 NJ-2 employees were 85.47% of their maximum salary and regressed by 0.34%.